



NewsLink

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Paul A. Quander, Jr.

Voice of the Director

Change. An inevitable fact of life that, depending upon your personality, can invoke feelings of anticipation or fear. Like any progressive organiza-

tion, CSOSA has been in a state of constant change since its inception. From the monumental changes launched with the 1997 Revitalization Act, the workload adjustments that occur with every new CSO class or the administrative changes resulting from each new Congressional mandate, adapting to change has become a routine and expected part of our work lives.

A prominent businessman once advised that after you've done a thing the same way for two years, look it over carefully. After five years, look at it with suspicion. And after ten years, throw it away and start all over. Although I don't necessarily agree with his timetable, I concur completely with the need for regular self-evaluation. One of the things that has kept CSOSA on the cutting edge of community corrections practice has been our willingness to regularly ask ourselves whether our current way of doing business is the most effective and efficient means for achieving our desired goals. Asking the question has spawned some highly creative thinking and brought about innovations that would have

been impossible had the Agency been content with the status quo.

It has been more than a year since I was appointed Director of CSOSA. In that time I have talked extensively with all of our managers and hundreds of line staff. Sitting in the Director's chair I have had an opportunity to view the Agency as an organic whole rather than as a collection of individual units. From this vantage point, and taking into consideration the many suggestions that have come from staff at all levels, I've identified a number of ways that our organization must change in order to continue to grow.

Over the next several months, we will be making important changes in the way the Agency does business. Some of these will involve the introduction of new technologies, others will streamline business processes and simplify our organizational structure. All of them will build upon our successes and propel us into the next phase of our development as an Agency. As changes are announced I encourage you to respond not with fear, but to embrace each change as an opportunity to make CSOSA stronger.

- Director Paul A. Quander, Jr.

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Special Points of Interest:

- *Director Quander Testifies before the House Committee On Government Reform*
- *"Tributes...Tributos": CSOSA pays homage to Hispanic Americans*
- *CSOSA's 4th Learning Lab shows commitment to building positive community presence*
- *OGC provides some answers to questions you may be having about garnishments*
- *Employee Milestones*
- *Learn how to enjoy work*
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CSOSA's Mission Statement

The mission of the Court Services and Offender Supervision Agency for the District of Columbia is to increase public safety, prevent crime, reduce recidivism, and support the fair administration of justice in close collaboration with the community. The Agency will enhance decision-making and provide effective community supervision, thereby ensuring public confidence in the criminal justice system.

CSOSA Events



U.S. Capitol

DIRECTOR QUANDER TESTIFIES BEFORE THE HOUSE COMMITTEE ON GOVERNMENT REFORM

*Submitted by Robert J. Murphy, Jr., Media Specialist
Office of Legislative, Intergovernmental and Public Affairs*

On September 12, 2003, Director Paul A. Quander Jr. joined a distinguished panel to testify before the U.S. House of Representatives Committee on Government Reform at a hearing on “The Social, Economic, and Health-Related Problems of African-American Men and Boys in the District of Columbia.” Committee Chairman Thomas R. Davis III (R-Va.) and Congresswoman Eleanor Holmes Norton (D-D.C.) convened the hearing.

Director Quander was joined by former Redskin George Starke, Chairman of the D.C. Black Men and Boys Commission, and founder and president of the EXCEL Institute, a workplace skills program for students seeking careers in the automotive industry; Charles Mann, former Redskin and co-founder of the Good Samaritan Foundation, a non-profit youth development group that helps young people achieve education and leadership goals; Dr. William Julius Wilson, a renowned sociologist and professor at Harvard University; Robin Gwathney, Project Manager at the Heldrich Center for Workforce Development at the School of Planning and Public Policy at Rutgers University; and Dr. Jay Cummings, Dean of the College of Education at Texas Southern University, and an expert in educational programs that prepare students to enter the workforce. The hearing was televised nationally on C-Span.

The panelists offered a variety of perspectives, considering both the broad sociological and economic issues underlying the problems faced by African-American men and boys and specific remedial strategies. Dr. Wilson focused his testimony on the loss of urban manufacturing jobs and its impact on African-American men; Ms. Gwathney focused on the characteristics of successful one-stop employment centers. Director Quander’s testimony provided an overview of the extent to which the District’s African-American male population is involved in the criminal justice system and CSOSA’s strategies to reduce recidivism.

Director Quander stated in his testimony, “In so many cases, our young men, seeing no legitimate role for themselves in the mainstream community, have developed their own communities with their own antisocial norms and standards of behavior. Membership in these clubs is very costly—not just to the young men who join them, but to all of us. The individual surrenders his hopes, his dreams, and often his liberty; he ends up incarcerated or on CSOSA’s caseload. Society pays in fear, mistrust, and the social and material consequences of crime.”

Before a crowded hearing room in the Rayburn House Office Building, Director Quander and the panel listened to Chairman Davis’ opening remarks addressing the current issues facing Black men and boys. Chairman Davis asked, “How can we expect African American males to dream high when they are fraught with disappointment, with violence, and with low expectations?”

In her remarks, Congresswoman Norton stated, “The statistics in and of themselves are so unbearable they simply must not be allowed to get any worse: The 50% of U.S. prisoners who are black males, although black males are only 6% of the total U.S. population, for example, or the most heart breaking of all, the 70% of black children born to never-married women therefore assuring many a childhood of poverty.”

The entire panel provided important testimony and responded to questions from the Committee. CSOSA staff can view the testimonies of the panel at the House Committee on Government Reform at www.reform.house.gov.

CSOSA CELEBRATES NATIONAL HISPANIC HERITAGE MONTH

*Submitted by Reyna Cartagena,
Supervisory Community Supervision Officer,
Branch IIA, Team #10*

From September 15th to October 15th, the nation celebrates the contributions of Latinos during Hispanic Heritage Month. This year, CSOSA's Hispanic Heritage Month Committee (through the Special Observances Committee) planned a month-long series of lunch-time "Tributes" in honor of the occasion.

The series, held at the various field units, began on September 10th at the 25 K Street, NE field unit with a Tribute to Latino Poetry, showcasing the works of Octavio Paz. This program also included an insightful commentary on "Latino v. Hispanic". The second tribute took place on September 17th at the 3850 South Capitol Street, SE field unit, offering a showcase of the rich traditions and values of the Latino Community. The program included presentations on immigration, religion, and rites of passage. The third event was held on September 24th at the 1230 Taylor Street, NW field unit and showcased Latino Music and Dance. This fun-filled event included a presentation on the history of specific Latino dances and an opportunity for attendees to receive free dance lessons! The fourth and final event celebrating Hispanic Heritage Month was held at 300 Indiana Avenue, NW on October 1st and served as a tribute to Law Enforcement, Public Service, and Latino Icon, Celia Cruz.



*Officer Pedro Garcia of the MPD
Latino Liaison Unit with
Deputy Director Adrienne Poteat*



*Associate Director Thomas H. Williams
(middle) with Honorees
Elba Gonzales and Marco Salazar*

During the final program, the Latino Liaison Unit of the Metropolitan Police Department was honored for their contributions to the Latino Community. Also honored were CSO Marco Salazar (Domestic Violence) and Community Relations Specialist Elba Gonzalez (CJP) for their hard work and dedication to Latino issues within CSOSA.

The Hispanic Heritage Month Committee members worked diligently to ensure an informative and enjoyable series of events for this year's celebration. Their dedication and hard work was greatly appreciated. BRAVO!



*Members of the Hispanic Heritage Month Committee (Right to Left):
Wilfredo Cornelio, Omayra Melendez, Dan Spatafora, Rosa Peña,
Leah Sutherlin, Elizabeth Olson and Reyna Cartagena*

NOTABLE LANDMARKS IN HISPANIC PROGRESS DURING THE YEAR 2003

(Adapted from www.hispaniconline.com)

Hispanics have risen to great heights and established their mark on behalf of U.S. society in many fields of endeavor throughout our history. Here are just some highlights of Hispanic achievements so far this year.

2003



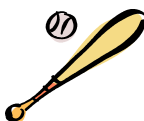
Hispanics are pronounced the nation's largest minority group - surpassing Blacks - after new Census figures are released showing the U.S. Hispanic population at 37.1 million as of July 2001.

2003

Cuban-born Nilo Cruz becomes the first Hispanic playwright to win the Pulitzer for drama for his play *Anna in the Tropics*, about Cuban Americans working in an Ybor City cigar factory in 1929 Tampa.



2003



In April, Dominican-born Chicago Cubs slugger Sammy Sosa becomes the 18th player and the first Latino to hit 500 home runs in Major League baseball. He is joined a few weeks later by No. 19, Cuban-American Rafael Palmeiro of the Texas Rangers.

2003

Mexican-American businessman Arturo Moreno becomes the first Latino owner of a Major League baseball team when he plunks down \$184 million to buy a controlling stake in the Anaheim Angels.



CSOSA COMMEMORATES THE OPENING OF ITS NEWEST FIELD SITE:



800 North Capitol Street, NE

On September 23, 2003, CSOSA hosted an Open House Ceremony to inaugurate the opening of the 800 North Capitol Street, Northeast field site. Several of CSOSA's leaders and representatives from the United States Parole Commission, including Commissioners Cranston J. Mitchell and Edward F. Reilly, turned out to tour the new site and offer congratulatory remarks acknowledging CSOSA's progress and continued commitment to maintaining a strong presence within the community. Specifically, CSOSA's Office of Facilities was given high praise for both the efforts that went into acquiring the space and the efficient design of the new offices, most of which are now occupied by staff who previously worked at 409 E Street, NW (Building "B"). Thanks to Facilities' hard work and expertise those employees now have a much more pleasant work environment conducive to their working needs.

enhance partnership initiatives with the police, other criminal justice system agencies, treatment resources and various supportive services.

CSOSA's field sites enable Community Supervision Officers to closely monitor offenders in the communities where they live and

DIRECTOR QUANDER CUTS RIBBON ON NEWEST LEARNING LAB

Submitted by Joyce McGinnis, OLIPA

CSOSA's fourth learning lab, located within a community service center in the Bellevue neighborhood of Southwest Washington, opened with a ribbon cutting ceremony on September 30th. Director Quander spoke at the ceremony, along with other partners in the venture and Congresswoman Eleanor Holmes Norton.

The Bellevue Home Ownership Support Center and Computer Learning Lab represents another collaborative venture between CSOSA, the community, and the District of Columbia. Developed by the Rev. Anthony J. Motley, pastor of Redemption Ministries, the Center will focus on encouraging home ownership among neighborhood residents. The D.C. Housing Finance Agency will provide home-buying education and counseling there, along with mortgage services provided by the Branch Banking and Trust Company. Freddie Mac, one of the nation's largest mortgage investors, provided software and technical assistance for the venture. The Center was renovated by the Miller and Long Concrete Construction Company. Several offenders worked on the project.

At the ribbon cutting, Director Quander joined Congresswoman Norton, D.C. Council Member Sandy Allen, and the venture's partners in commending Rev. Motley's vision for, and commitment to, the Bellevue neighborhood.

"This center offers a unique opportunity for us to participate in the life of the community," Director Quander said. "The Bellevue Center serves all the residents of the District of Columbia, including those under community supervision. It is a model for the type of community presence we want to develop."



Director Quander speaks at the opening of CSOSA's newest learning lab, in the Bellevue neighborhood of Southwest D.C.



Congresswoman Eleanor Holmes Norton cuts the ribbon on the Bellevue Center, which houses CSOSA's newest learning lab. With Norton, from left, are an unidentified participant, Rev. Anthony Motley, and Ron Yarborough.

The Bellevue Center is located at 4415 South Capitol Street, SW. It will serve offenders primarily referred from the South Capitol Street field unit.

**CSOSA RECOGNIZES
FIRE PREVENTION WEEK
October 5th thru October 11th**

When Fire Strikes, Get Out and Stay Out!

*Submitted by: Keith Spicer, Facilities Engineer,
Office of Facilities*

For over 81 years each elected President has proclaimed the second week of October as Fire Prevention Week. Fire Prevention Week was established to commemorate the Great Chicago Fire. In 1871 this tragic fire killed more than 250 people, left 100,000 homeless, destroyed more than 17,400 structures and burned greater than 2,000 acres. The fire began on October 8, but continued into the night and was finally contained on October 9, 1871.

The National Fire Prevention Association (NFPA) has been a continual sponsor of these Fire Prevention Week observances. This year's theme, "When Fire Strikes: Get Out! Stay Out!" underscores a simple lesson. Fires can grow and spread so quickly, you may have as few as two minutes to escape safely.

It is known that most fires start in the home. So we encourage all to replace the batteries in their home smoke detectors, as well as test and clean the devices per manufactures specifications. If your smoke detectors are over ten years old, most manufactures encourage replacement of the units with new ones.

Also, when every second can mean the difference between life and death, advance planning is absolutely essential. We encourage you all to develop and practice your home fire drills, whether you live in a single-family home, a town home, or an apartment building. Being ready to deal with a home or office fire isn't difficult; it just takes the three P's, **Preparation**, **Practice** and being **Proactive** on any hazards you may find in your dwelling. Make sure that any potential hazards are properly repaired and corrected.

Many private citizens as well as Fire Fighters lose their lives each year because they have gone back into a fire to retrieve items or personal effects. So remember, "if a fire strikes, get out and stay out." No item is worth losing a life.

Thanks, and remember to **Think Safety**.

A LOOK AHEAD...

**OCTOBER IS
DOMESTIC VIOLENCE AWARENESS MONTH**

Domestic Violence Awareness Month evolved from the first Day of Unity observed in October, 1981 by the National Coalition Against Domestic Violence (NCADV). The intent was to connect battered women's advocates across the nation who were working to end violence against women and their children. The Day of Unity soon became a special week when a range of activities were conducted at the local, state, and national levels.

In October 1987, the first Domestic Violence Awareness Month was observed. In 1989 the first Domestic Violence Awareness Month Commemorative Legislation was passed by the U.S. Congress. Such legislation has passed every year since with NCADV providing key leadership in this effort.

CSOSA's Victims' Services Program (VSP) has posted information on events being held in the District as well as in Maryland in an effort to help staff acknowledge this observance. Visit the *CSOSA Web* for a listing of these events or contact Program Manager, Bonnie Andrews @ (202) 585-7360 for additional information.



Atlantic City, NJ

**CSOSA/PSA
RECREATION ASSOCIATION
PREPARES FOR A TRIP TO
ATLANTIC CITY, NEW JERSEY**

It didn't take long for the CSOSA/PSA Recreation Association to get busy with its effort to bring together all staff interested in recreation and leisure activities. Following the success of this summer's CSOSA/PSA Director's Cookout, on Saturday, October 25, 2003, the newly formed CSOSA/PSA Recreation Association will sponsor a day trip to Atlantic City, NJ via luxury coach.

If you missed your opportunity to attend one of the membership drives that took place during the month of September, don't worry. You can still obtain an application for membership and plan on participating in many exciting future events being planned by the CSOSA/PSA Recreation Association. For more information, contact **Danielle Epps @ (202) 585-7410**.

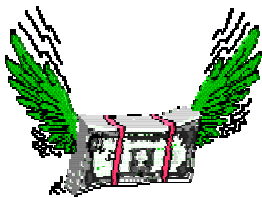


Office Updates

OGC Update:

EVERYTHING YOU'VE WANTED TO KNOW ABOUT GARNISHMENTS, BUT WERE AFRAID TO ASK

By Renee Barley, FOIA Officer
Office of general Counsel



Admit it. You have always wanted to know more about garnishments, but were afraid to ask for fear that someone may think *your* wages were being garnished. Well, here is some

information that may answer your questions but that we hope you will never *need* to use.

A garnishment is a means by which a debtor can obtain payment on a debt that is in arrears through an automatic deduction from your wages. A "debtor" can include a state or federal government, or a commercial entity, such as a bank or other type of lender. As an employee of the federal government, you can be subject to a garnishment of your wages. Garnishment orders must be served upon the Office of the General Counsel (OGC) where a determination will be made regarding legal sufficiency. If the garnishment is legal and adequately identifies the employee, it will be forwarded to the Office of Human Resources for processing.

How does the process work, you wonder? The garnishment request is received by OGC where we ensure the employee is properly identified and the garnishment request is legally sufficient (i.e., there is a factual and legal basis to support it). OGC will contact the employee to advise him or her that a garnishment has been received. At this point, if the employee believes that the garnishment should not be honored, documentation must be provided which refutes enforcement of the order. For example, assume that a garnishment is received by the Agency, however, the employee indicates that the debt has been paid or was subject to a bankruptcy proceeding. The employee must present OGC with proper documentation within a reasonable time in order to contest the garnishment.

In addition, if OGC has reason to question a garnishment order, it can be returned. For example, assume a child support enforcement order is received by OGC. However, it is determined that the child is over 18 years of age and nothing in the paperwork provided by the state indicates that the employee is in arrears. In this

case, the garnishment will be returned to the issuing state.

In general, if a garnishment order is determined to be insufficient, it will be returned to the requester with an explanation. OGC will not hold onto a garnishment request pending receipt of further information from the requester. In such a case, OGC must be re-served with the proper information.

The amount to be withheld from an employee's pay can differ. Child support/alimony withholdings vary between 50 and 65 percent of the net disposable earnings. Commercial garnishments are withheld at 25 percent of the net disposable pay. However, child support and alimony will be given priority over commercial garnishments.

What's the best way to avoid garnishments? Simple. Pay your debts.



Office of Human Resources INFO TIP OF THE MONTH:

**HEALTH BENEFITS
OPEN SEASON
IS COMING SOON...**

Health Benefit Open Season runs from
November 11, 2003 to December 8, 2003

Government Employees Hospital Association (GEHA) has a new online newsletter especially for federal employees called the **Health e-Report**. Each e-mail issue includes valuable news & updates and expert advice on health-related issues.

Visit www.geha.com for more information!

**This personnel benefits tip brought to you
— For Your Information —
by your customer-friendly
Office of Human Resources.**

Employee Focus

Keeping CSOSA Ahead of the Technology:

CHIEF TECHNOLOGY OFFICER,

DR. LAURENCE WOLFE

By Erika N. Evans, Editor



Dr. Laurence Wolfe

How does computer technology relate to reducing recidivism? Well, unless you interviewed for a position in CSOSA's Office of Information Technology, that's a question you probably never pondered. But if you spend more than a minute talking to the person responsible for all of CSOSA's IT resources about their role within the Agency, I can assure you; it's a question

you'll never have to ask. Allow me to introduce CSOSA's Chief Technology Officer, Dr. Laurence Wolfe.

Since June 30, 2003, Dr. Wolfe (also known as "Larry") has worked on the 7th floor of Headquarters at 633 Indiana Avenue, NW, managing the overall planning, direction, coordination and security of the Agency's computer information technology services and programs. Many of us rarely venture to the 7th floor of 633 – it's like undiscovered territory occupied by folks we've never seen before, performing tasks few of us can even begin to make sense of. Nevertheless, there's some extremely important work being done in the Office of Technology and you'll be glad to know that the man in charge of it all is not only enjoying the experience, but has as his top priority keeping CSOSA ahead of the game in the field of computer technology.

A native of Ohio, Dr. Wolfe received his B.A. in Mathematics from the University of Akron and his Masters in Mathematics from Cleveland State University. But the credentials don't stop there. He has a Masters in Electronic Engineering from the University of Maryland and a Ph.D. from the University of Southern California. Throughout his professional experience, he's been heavily involved in either computers or telecommunications, or usually a combination of both.

Before coming to CSOSA, he worked at the National Institutes of Health (NIH) as the Chief Information Officer, supporting one of its largest institutes responsible for research on bio-terrorist diseases such as Anthrax, Small Pox and Ebola as well as other diseases such as HIV/AIDS and Malaria. Dr. Wolfe was in charge of all the information technology for scientists in NIH's research

laboratories and other research organizations located in the Washington Area as well as in Montana and Africa. Making the decision to transition to CSOSA allowed him to continue working for a government agency with a significant mission and purpose. "To me, the mission of an organization is extremely important. I personally believe that computers and information technology are extremely critical to any organization in the world these days. I take great pride in being able to work within the government because the U.S. government plays such an important role in providing services to the citizens of this country and we all share a very critical and important role in doing that", he says.

Dr. Wolfe believes that CSOSA's mission is extremely important because it directly affects the citizens and the communities in which they live. Being able to support the work that's done with the offender population, both in supervising them and helping to reduce the rate of recidivism through various programs, such as the Faith Based Initiative, is both exciting and important to him. He sees his role within CSOSA's IT Office as helping to ensuring critical steps forward in the effort to provide vital services to the community – increasing public safety and helping offenders to change their lives.

The challenges that Dr. Wolfe and his staff have to hurdle are "easy to underestimate", but are in no way insignificant. One of the challenges Dr. Wolfe is acutely aware of is the need to keep up with the fast pace of the world's changing technology. "When you consider that every 18 months, anything that has to do with computing or the Internet doubles in complexity, it's difficult to keep up with technology", he says. To make sure his staff is not only keeping up with current trends in the field, but that they stay ahead of the technology as well, Dr. Wolfe makes sure that his staff has the training and the expertise to do just that. Making sure upgrades on our hardware and software are done on schedule and making sure we have the latest and best software applications to meet the needs of CSOSA's IT customers are equal challenges Dr. Wolfe is committed to tackling head-on. Another significant challenge has to do with IT security. With all the 'worms' and computer viruses that we're cautioned about in today's computer age, securing our networks is a very serious priority for Dr. Wolfe and the IT staff.

So exactly what kind of leadership is Dr. Wolfe providing to his staff to meet these significant challenges? His leadership style can best be described in three words -- commitment to excellence.

*"I believe in excellence,
I really do."
- Dr. Laurence Wolfe*

(Continued on page 8)

(Continued from page 7)

"I believe in excellence, I really do. One of the reasons I decided to come to come here [to CSOSA], or that I was so interested in the position was because during my interview, I kept hearing 'excellence' over and over again. ...I heard terms like 'model agency', 'achieving goals', 'setting high standards' and so forth. And that really excited me. I enjoy achieving excellence and leading an organization towards excellence. So with IT, I've talked with the staff and we're working very much towards the goal of excellence in performance across the board - performance for our networks, performance in our applications development, and performance in our customer support to provide the best quality services." Dr. Wolfe is also very committed to incorporating input from all staff to ensure software practicability. "IT will not build and retreat to an isolated tower", he says. His plan is to pave the way for much more involvement from the end-users into software development to make the process as interactive as possible.

In his spare time, when he's not evaluating operational results and exercising considerable initiative and judgment in CSOSA's IT planning, Dr. Wolfe manages to keep a reserve of energy for another one of his passions in life - giving back to the educational community. Dr. Wolfe teaches graduate courses at local colleges and universities in subjects ranging from software engineering to business administration. He admits, being a teacher helps him to stay on top of the industry and keeps his own skills sharp, but he says he really does enjoy helping the students and giving back to the community.



CSO Rochelle Toyer

FAREWELL FROM ROCHELLE TOYER

My friends and colleagues, as I prepare to retire on October 31, 2003, I want to take this moment to extend to each of you a warm and heart-felt goodbye, or should I say, "farewell". I will leave excited about what the future holds for me and I owe that in large part to the training and all of the other specialized areas of expertise made available to me through both D.C. Superior Court and CSOSA. I have gained a wealth of knowledge that will now allow me to be both an asset and a blessing to others. I am truly grateful, and I would like to formally thank each and every one of you. All that I have gained and everyone who I have met in my 22 years of service have helped shaped me into who I am today.

I say to all of you, that you represent a large portion of criminal justice professionals in the Metropolitan area and you do it well. I believe there are none finer in the United States. I pray that you will stay that way and not compromise who you are and the goals you are striving to achieve. As personnel and officers of the court, you have a tremendous job maintaining the safety of the community and assisting as change agents in the lives of the offenders. It is up to you to make a difference. It is truly my belief that if it is not your intention to make a positive difference in the lives of the offenders and the community, then you are in the wrong business. Each one of you has a specific job to do and its important that you know what that is.

I discovered my purpose a long time ago. So it was with compassion, tenacity, vigor and a love for my fellow man that I reported for work the last 22 years, attempting to give my best. Yes, some days I was not as energetic, eager and loving but for the most part, I recognized that I had a charge to keep. I say to all of you, hang in there, do your best and please remember to treat your neighbor as you wish to be treated. Know that the nation is watching you and many of us will be counting on you to do your job, maintain the safety of the community and try to make a positive impact on lives that have been bruised and shattered more than enough.

I bid you a fond farewell. I know I will see some of you around because I plan on being out there in the trenches, continuing to make a difference. I will always be listening for good news about CSOSA, watching what you are doing, and constantly praying for your success. I believe that the best is still yet to come.

Take care and best wishes to the CSOSA Family!!!!

**CSOSA CONGRATULATES
MS. ROCHELLE TOYER
ON HER RETIREMENT!**



NEW EMPLOYEES FOR THE MONTH OF AUGUST 2003

Office of the Director
Sheila L. Stokes

Office of Community Supervision Services
Reginald M. Browne, Jr.
Tiajuanne M. McCray
Nichelle A. Webb

1 YEAR ANNIVERSARY WITH CSOSA AS OF 8/31/03

Beverly S. Hill
Gradie D. McCray

5 YEARS OF GOVERNMENT SERVICE AS OF 8/31/03

| | |
|---------------------------|--------------------------|
| Donatus Agbar | Andrea T. Mosee |
| Joyce R. Bein | Stacy M. Nelson |
| LaTonya B. Clement | Lynette L. Pelzer |
| Dorothy M. Foster | Nicole R. Smith |
| Andre D. Jordan | Lolita Thomas |

Traci Turner

10 YEARS OF GOVERNMENT SERVICE AS OF 8/31/03

Gregory Harrison

15 YEARS OF GOVERNMENT SERVICE AS OF 8/31/03

George A. Hughson

20 YEARS OF GOVERNMENT SERVICE AS OF 8/31/03

Eric S. Jones
Tonya R. Turner

25 YEARS OF GOVERNMENT SERVICE AS OF 8/31/03

Tammie V. Crank

Health & Fitness



DIABETES IN HISPANIC AMERICANS

*Adapted from the National Diabetes
Information Clearinghouse*

Diabetes is a disease in which the body does not produce or properly use insulin. Insulin is a hormone that is needed to convert sugar, starches and other food into energy needed for daily life. The cause of diabetes continues to be a mystery, although both genetics and environmental factors such as obesity and lack of exercise appear to play roles.

Diabetes in Hispanic Americans is a serious health challenge because of the increased prevalence of diabetes in this population, the greater number of risk factors for diabetes in Hispanics, the greater incidence of several diabetes complications, and the growing number of people of Hispanic ethnicity in the United States.

The following statistics illustrate the magnitude of diabetes among Hispanic Americans:

- In 2000, of the 30 million Hispanic Americans, about 2 million had been diagnosed with diabetes.
- About 10.2 percent of all Hispanic Americans have diabetes.
- Diabetes is particularly common among middle-aged and older Hispanic Americans. For those age 50 or older, about 25 to 30 percent have either diagnosed or undiagnosed diabetes.
- As in all populations, having risk factors for diabetes increases the chance that a Hispanic American will develop diabetes. On average, Hispanic Americans are 1.9 times more likely to have diabetes than non-Hispanic whites of similar age. Risk factors seem to be more common among Hispanics than non-Hispanic whites. These factors include a family history of diabetes, gestational diabetes, impaired glucose tolerance, hyperinsulinemia and insulin resistance, obesity, and physical inactivity.

For More Information

Contact the National Diabetes Information Clearinghouse for free single copies of publications, available in English and in Spanish, related to diabetes and diabetes prevention

National Diabetes Information Clearinghouse
1 Information Way
Bethesda, MD 20892-3560
Phone: 1-800-860-8747

Variety

ENJOY WORK!

*Submitted by Michelle L. Gaskins
IT Trainer, TCDC*



If you decide to work, you might as well enjoy it. Here are some ways to enjoy your work...

Make up your mind to feel good at work...
You'll be surprised how much better you'll like it if you just make a deliberate decision to enjoy it.

Maintain good and friendly relationships with your boss and colleagues...
Getting along with and liking the people you work with will make your job more enjoyable.

Remember that your work provides much (if not all) of your necessities and luxuries...
Just think, unless you inherited a bundle, you owe all you have to work.

Keep in mind the services you are providing people through your work...
The job you do helps other people. Now that is a good feeling, isn't it.

Set and pursue attainable goals. Always try to do a better job. Stretch yourself and your abilities. Grow!!! That attitude can make even a dull job exciting.

Concentrate on the good things about your job...
Write out a list of things you like about your job.

Do more than you are paid to do...
If you do just enough to barely squeak by, you'll be bored, but if you really get after it, you'll feel good about yourself. Besides, your boss will soon notice and you'll be rewarded before too long.



Remember that often, the secret to enjoying your job is not to change your job, but to change your attitude!

DAYLIGHT SAVINGS TIME ENDS OCTOBER 26, 2003



A NEWSLINK FRIENDLY REMINDER...

**It's that time again.
Don't forget to set your clocks
back one hour on October 26, 2003.**

Time reverts to standard time at 2 a.m. on the last Sunday of October and for those of us with late work schedules or for those of us prone to hanging around the office late, be mindful that the evenings will begin to get darker sooner.

Play it safe, be smart and be safe in the community!



Bulletin Board



Congratulations to
Web Developer Kathy French
from the Office of Information Technology
on the birth of her baby son,
Logan Carl French
born 9/24/03 weighing 7 lbs., 13 oz.

The Training and Career Development Center
would like to congratulate
Computer Specialist Cheryl Hatcher
who completed the New Leader Program
September 26, 2003



The Office of Management & Administration
would like to welcome
New Fleet Coordinator, Bruce Adams
to the Office of Facilities

Congratulations and welcome aboard!

Congratulations to
Joel Azikiwe
on his promotion to
Supervisory Community Supervision Officer
in August 2003



CSOSA extends deepest sympathy to
Community Supervision Assistant Maurice Wilson
&
Office of Human Resources Receptionist Pat Ford-Redd
on the loss of their loved ones during the month of September.



September Birthdays



Birthday Wishes to
Michelle L. Gaskins (9/23)
Love
From Erika

The CSO Class of 2003-02 would like to
send Happy Birthday Wishes to
LaFoyia Sabb (9/12)
Randall Hiley (9/14)
Brian Davis (9/20)

Happy Birthday to
LaWanda Wright (9/2)
from her TAP Family

Happy Birthday to
Patricia Baucom-Dyson (9/13)
From Angela and LaStell

CSS's Intake Operations Staff wishes
Maurice Wilson (9/23), Dana Robinson (9/25),
and **LaJaun Drakford-Archible (9/29)**
a very Happy Birthday!

Happy Birthday
Jermaine Cooper (9/16) and Sheryl Wallace (9/21)
From Morgan Massey

Happy Birthday to
Karen Wallace (9/16)
Cheryl Hatcher (9/9)
Don Cuffee (9/21)
and **Jeff Beal (9/23)**
in the Office of Information Technology

NEWSLINK QUOTE OF THE MONTH

**“If you keep doing what you’ve always done,
you’ll keep getting what you’ve always gotten.”**

- John Maxwell

**Do you have an inspiring quote you
want to share? Contact the Newslink
and spread the word!**

NOTE FROM THE EDITOR:

This concludes another edition of the CSOSA Newslink. It’s hard to believe Summer has passed and the Fall season is now upon us. How appropriate that the Director’s message and the Newslink “Quote of the Month” echo the spirit of change and embracing its positive effects on both the work environment and the human spirit. While I look forward to highlighting the upcoming changes we will face as an Agency, I’m confident that with your consistent support, our ideas and concerns will continue to get the attention they deserve in the Agency’s monthly publication. Thanks to all those who contributed to this month’s edition. And remember, if you have an idea or an event that you would like covered in future editions, please feel free to contact me via e-mail or phone.

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Newslink Editor & Coordinator

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